



# INSIDE TRACK

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## INSIDE



Photo by Kim Manning

Secretary Bruce Babbitt, pp. 1-5

• How Are We Doing? Reader Survey on Back Page	20
• Stegosaurus Skeleton Airlifted	7
• Water Harvester Works	8
• Riparian Stewardship Awards	9
• BLM People	10
• News Briefs	11
• Boise Adopts Schools	13
• Workshop on Access	16

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## Tracking Personnel

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in Denver.

## Interior Secretary Bruce Babbitt Addresses Employees Calls for End to "Ideological Warfare"

Calling for an end to "ideological warfare," and promising an open process, Interior Secretary Bruce Babbitt addressed Interior Department employees at two meetings January 27 at the Main Interior Building in Washington, D.C., after three days on the job.



Photo by Tammy Heilemann

Interior Secretary  
Bruce Babbitt made  
a point of greeting  
employees as they  
arrived for work  
during his first days  
in office.

Babbitt promised an "open" process in managing the Nation's resources, and a system that would allow issues to "work their way up and down the chain" to achieve the best possible resolution. "You may not like the results as I call them, but you will never have cause to say you were left out of the process," he said, adding that he wanted "a decision making process that says to every bureau, 'You are going to have your voice heard at the very top before a decision is made.'"

He called on employees to help bring ideas and people together both inside and outside of the Department. "We need to dampen the fire of ideological warfare that has too often come to rest upon this Department with what I perceive as negative and destructive consequences," he said. "I want to end that and see if we can't find the common ground. It won't always be possible, but my experience sug-

(continued on next page)

**Secretary's Address**  
(continued from page 1)

gests that it will be possible a lot more often than we have had reason to believe in the past."

"We've allowed the debate to polarize, and we've tended to line up as antagonists and opponents, rather than to do everything in our power to say to the American people, we're going to do both," he said. "We're going to create jobs and communities, and maximize economic potential, at the same time that we

preserve and sustain these lands and these resources for future generations."

Babbitt also emphasized the importance of scientific credibility,

*"When multiple use means that everyone's there with a miner's pick, a saw, a herd of cattle, a watershed, recreation, and six endangered species, how do you make that decision? We're going to be grappling with that."*

saying, "I want to use good science everywhere in this organization and I want to admonish all of you

to remember that before the debate begins in the Congress and elsewhere, we have a special obligation to the American people and the Congress to get the facts straight and to have the credibility to say that, when the study or analysis comes from the Department of the Interior, it is the very best." He added that he wanted the Department to be "on the leading edge of research and professionalism."

## Snapshots on Issues

Following the formal address, Secretary Babbitt briefly answered questions posed by employees and then by reporters. Although he emphasized that he was still relatively unfamiliar with the details of Interior issues, he offered the following general thoughts on specific issues:

**Multiple Use:** "It's a tremendously difficult and important issue...based on the idea that the public domain is big enough, rich enough in resources to allow everybody to use it side by side. My concern is that it is getting harder to do that in some parts of the American West. When multiple use means that everyone's there with a miner's pick, a saw, a herd of cattle, a watershed, recreation, and six endangered species, how do you make that decision? We're going to be grappling with that."

**Biodiversity:** "The web of biodiversity is important to everyone. What happens to the spotted owl, the marbled murrelet, the rhinos or the parrots is really our collective responsibility."

**Endangered Species Act:** "Our efforts with the Endangered Species Act are surely going to provide us a chance to make an enormous statement to the entire world. One, that we are capable of dealing with our biodiversity issues at the same time we're voicing concerns about the rest of the world, and two, that in doing that, we have provided models which we can offer to the rest of the world and then work together in this multilateral environment to make it happen. What we're doing here may in fact be the last best hope for the biodiverse ecological systems that will sustain this planet."

**Timber Summit:** "Better sooner than later..."

**Mining Law Reform:** "It will be an issue...front and center... as sure as the sun rises. This is not a bad year to make the effort to get something done."

**Grazing Fee:** "This issue does need study and everybody knows there's got to be change."

**Wilderness:** "My own wilderness experiences have been highly positive. The designation of wilderness is really played out by the delegations and governors of each State. It is my hope that they will feel free to use me constructively to yield results."

**Northwest Timber Issue:** "This is a 10-year controversy spilling out into three States. I want to research the history to understand how the evolution of the issue has affected the expectations of each of the parties."

**ANWR:** "The President has indicated his view that ANWR should not be open to exploration. The wilderness question has not been addressed."

**Infrastructure (such as facilities, roads, etc.):** "A priority. I will put together a package of the most urgent unmet needs throughout the Department."

## Bruce Babbitt

### *47th Secretary of the Interior*

Bruce Babbitt was sworn in as 47th Secretary of the Interior January 22, 1993, in Washington, D.C.

Babbitt served as governor of Arizona from 1978 - 1987, and as Attorney General of Arizona from 1977 - 1978.

Born in 1938, Babbitt grew up in Flagstaff, Arizona, where his family pioneered a ranching and trading business in the 1880's. After graduating from the University of Notre Dame, he received a master's degree in geophysics from the University of Newcastle in England, attending as a Marshall Scholar. He received a law degree from Harvard Law School, graduating in 1965.

At the time of his nomination, Babbitt was in private law practice, and served as national president of the non-partisan, non-profit League of Conservation Voters.

Babbitt's reputation for successfully negotiating complex natural resource issues while he was governor of Arizona attracted national attention. Babbitt's work, for example, led to passage of a nationally acclaimed state water management code in 1980, and a water quality act in 1986, described by the Los Angeles Times as perhaps "the nation's toughest law to protect underground water." Babbitt also was named one of America's "most original governors" by the *Almanac of American Politics* for his ability to forge compromise and agreement among disparate parties.

Babbitt expressed his desire to work with the Congress in a process whereby "we invite Congress to help us solve these dilemmas." He also pledged to request adequate funding for the Interior Department.

Babbitt promised to personally read all employee suggestions on how to improve and manage the Department. "Our first National Park was created over a campfire," he said. "And although there are

too many of us here to gather around a campfire, I want to establish the 1993 equivalent. I invite you to join me in making this work, because I need your advice and your help, and I want to hear your ideas." Advising employees to submit ideas on one side of a standard letter sized paper, signed or unsigned, he promised to personally read every word of every submission marked "campfire" on the envelope.

Babbitt also expressed his reverence for the outdoors, and commented that he will "spend more time climbing mountains and running rivers with less guilt than anyone else."

*"What we're doing here may in fact be the last best hope for the biodiverse ecological systems that will sustain this planet."*



Photo by Kim Manning

*"I invite you to join me in making this work, because I need your advice and your help, and I want to hear your ideas."*

—Elizabeth Rieben

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# Secretary Babbitt Emphasizes Public Use, Good Science, Consensus

## Excerpts from an Interview with the Interior Secretary

In his third week in office, Secretary Babbitt sat down with Interior agency newsletter editors for an informal question and answer session. Printed below are excerpts from that interview conducted February 9 in Washington, D.C.

\* \* \*

*You have spoken a lot about the value of science, and the importance you will be placing on good science in the Department. Could you comment on what you envision for the role of science?*

"Life is not going to get any easier around the Interior Department. And the reason is, much of our domain used to be empty space; there was room for everybody, without much conflict. That's no longer the case. With the West, particularly, but really all parts of the country are kind of filling up. What happens is that the potential conflict between resource users and the imperative of conservation becomes more intense because there is more demand both for the resource products and for the recreational and esthetic values that go under the term conservation. So the question

*"Obviously, I am inclined toward an analysis which says, when you can't do it all, the public uses really ought to have a preferential right, or some special emphasis."*



*Secretary Bruce Babbitt (center) talks to Interior Department newsletter editors. Representing the BLM is Elizabeth Rieben, sitting on Babbitt's right.*

becomes, how do we resolve those conflicts?

"My sense is, as I listen to the conflicts taking place, over notably the Endangered Species Act, but also with the Bureau of Land Management over the condition of the land as a result of grazing, effects of mining, both surface and subsurface mining, the effects on river systems from building reclamation projects, the implications of return flows from agriculture to river systems, there are endless examples, there is a lot of conflict.

"A lot of times, it is my sense that some of these conflicts develop because we don't have an agreed upon basis of scientific facts to start from. Therefore, we really need, in all of the Interior agencies, to go back and look at the quality of our scientific effort, see how we can improve it, how we can improve the public confidence in the scientific work we do, and I think increasingly, how we can put together a more coordinated

science effort that crosses jurisdictional lines.

"I think that in this new more intense world we live in, it's increasingly hard to do science which stops at Park science, the boundary of a national park, and then is superseded by BLM science on the adjacent lands, which then gives way to Reclamation science in the river valley—this jurisdictional compartmentalization of science.

"That's what's on my mind. I'm tackling specifically how it is we move toward a more integrated and basic view. It's a discussion I want to initiate with all of the people in the Department. What I want to do is start a discussion, not present a result."

*You have commented that multiple use is getting increasingly harder and harder to accomplish in some parts of the American West. Are you advocating a move toward dominant use,*

and how would this affect BLM management?

"In a lot of areas of the West, where there is more intense use and pressure, multiple use is becoming what I would call adjacent use. That is, land is being set aside for recreation, for watershed, for habitat for endangered species. It's becoming, rather than multiple use, a mosaic of adjacent specific uses. And that is inevitably the case, because as demand goes up, you can't literally pile all uses on top of a given acre. So the question becomes, what are the processes by which you decide which use dominates? And the problem with multiple use is, it's silent on that.

"The question then remains, well, who makes the decisions and by what criteria? That's the debate I want to start. There's got to be some criteria somewhere. And I guess one possibility is to say, it's up to the land manager in each case. I think land managers should have a fair amount of discretion, but I really think I'll sleep a little better at night on my public trust pillow if I knew that those land managers all had some criteria in mind to select which uses dominate when you can't accommodate all of them. Obviously I am inclined toward an analysis which says, when you can't do it all, the public uses really ought to have a preferential right, or some special emphasis."

*If it were four years from now and you were asked to describe your accomplishments, what would you like to be able to say about changes you have made in the BLM?*

"Let me give you a little example that is under discussion right now. The California Wilderness Bill has two camps of people among those who support the wilderness idea,

and one is to turn as much as possible over to the Park Service, because BLM can't be trusted to be a steward of the land.

"I'd like to change that, and I weighed those arguments saying, hey, wait a minute, BLM is changing. I've watched the BLM work up and administer the San Pedro Conservation Area in Arizona, and they've done a marvelous job, and I'd like to see them do more of that. Because I think that it's unfortunate when people take the



Photo by Kim Manning

*"I want very much to bring the agencies of this Department together, in a process in which we make decisions by agreements that are for the common good."*

position, well, BLM is a bunch of people herding more cattle onto the land, planning larger mines, and saying, there is no piece of land that can't produce more resources at all times. That's not my view of BLM, so what I'd like to do is say to BLM, 'You are a multiple use agency, and public use is something that you can handle very well.' I think one testing ground for that will be the California Wilderness Bill, where I intend

to speak up for BLM and say, 'Look, they're good people.'"

*The following is part of a longer response that focused on Bureau of Indian Affairs issues.*

"...I want very much to bring the agencies of this Department together, in a process in which we make decisions by agreements that are for the common good. I've talked about the Park Service and the BLM in the California wilderness debate. What I want to do there is get BLM and the Park Service in and say, 'We ought to be able to formulate a common view.' It's not how many acres for which agency; it's how do we do this in the public interest?

"...We have to find a way to get everyone locked into that decision making process so that the Interior Department speaks with one voice when decision time comes. I don't really want four agencies quarreling, in public, endlessly. The tradeoff for making that work is, what I have to do is, say to all of the agencies, 'We're going to spend a lot of time, internally, working with each other, talking things through so that everyone feels like their point of view and their responsibilities have legitimately been heard, and that the time is now at hand that we can support a common position.' It's not easy, but we'll make it work."

*You mentioned on the Today Show that one of your priorities was expansion of the Park Service. How will you do that and manage the parks we have right now?*

"An absolute dilemma. I think we may get a little help from the infrastructure, the President's stimulus program, if that passes

*(continued on page 6)*

# American Legend Marches in Inauguration Parade

From the open public range lands to the Presidential Inauguration, Casperina, a former wild mustang, has marched with the best. She was one of 19 specially trained horses chosen to march in the Inauguration Day Parade January 20 with the U.S. Army Caisson Platoon's 3rd U.S. Infantry (The Old Guard). The military honor unit from Fort Myer, Virginia, adopted her in 1990 through the BLM's Adopt-A-Horse and Burro program.

Casperina, a five-year-old albino mare, was captured in the Palomino Butte Herd Management Area near Burns,

Oregon. Her majestic appearance and calm manner attracted the attention of Army officials, who drove over 3,000 miles to Oregon to pick her up.

"It seems only fitting that one of America's living legends appear in the parade, which has a theme of American Reunion—New Beginnings, Renewed Hope," said Denise Meredith, Director of the BLM's Eastern States.

## *Excerpts from an Interview (continued from page 5)*

Congress. I think the Parks are a prime candidate for some of the job creation money that can go to do a better job of maintenance, repair and rehab.

"I think we're going to need to look at land exchanges among the public land agencies as a way of rationalizing park boundaries, creating parks. The expansion of Joshua Tree National Monument and Death Valley in the California wilderness discussions is a nice example of that.

"These all bring some additional budget implications. And we're going to have to be very creative; we're going to have to look at the revenue side of this Department and ask some hard questions: Are we faithfully collecting every nickel that the United States is entitled to in the MMS program? What about grazing fees? What

about hard-rock mineral royalties? What about visitor fees to parks? Before we ask Congress for money, we have to say we're fulfilling our responsibility to the budget by collecting revenues for services rendered and resources used.

"...I think it's unrealistic to expect large-scale increases in funding anywhere in government in the 1990's."

*Following up on this idea of expansion of the Park Service to meet a growing demand by the American public, BLM and other agencies have emphasized recreational opportunities on their lands as a way to meet this demand. Do you have any plans for emphasizing those programs?*

"I am going to give BLM a real chance to step up and say, 'We can equal the Park Service as a recreation manager.' I am going to give them the opportunity."

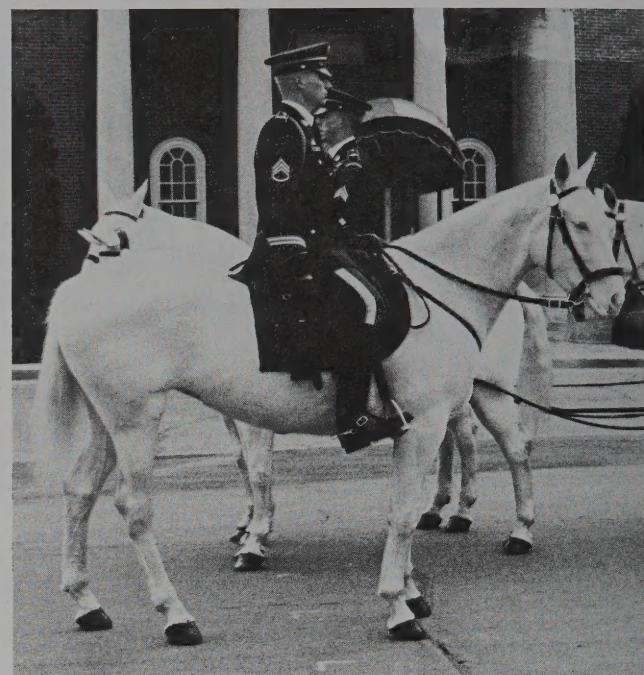


photo by Don Cabrera

*"BLM is changing. I've watched BLM work up and administer the San Pedro Conservation Area in Arizona, and they've done a marvelous job, and I'd like to see them do more of that."*

*How would you use the Endangered Species Act as a tool in accomplishing your goal of sustaining biodiversity?*

*"I think the real challenge with the Act is to avoid the train wreck that we've had in the Cascade mountains with the spotted owl. ... If we get into it thoughtfully, before it's too late, we can allow resource use and development at the same time that we give the species a maximum chance. It's a big challenge."*

# Stegosaurus Skeleton Airlifted from Garden Park

## Age Estimated at 145 Million Years



*The stegosaurus in place. It is the largest and probably the most complete stegosaurus skeleton ever found.*

The largest and probably the most complete stegosaurus skeleton ever found was recently airlifted from public lands in the Garden Park Fossil Area north of Canon City, Colorado. The 25-foot plaster jacketed skeleton weighed approximately seven tons and was 145 million years old.

Bryan Small, a paleontologist from the Denver Museum of Natural History, said, "We are generally happy to find an isolated limb bone or tail, but to find a complete stegosaurus is very rare." The complete skull, which is one of only two ever found, was also a rare discovery. Small, who discovered the skeleton in June, directed the three-week excavation.

A local company, Colorado Quarries, contributed mining equipment and employee time for several days to help dig under and scaffold the seven tons of rock and

skeleton. Fort Carson contributed a Chinook helicopter and crew to airlift the cargo onto a truck to be transported to safe temporary storage. The BLM, Garden Park Paleontology Society, and the Denver Museum of Natural History along with Fort Carson, Colorado Quarries, and several local businesses and individuals worked together on the project, whose success was due to this exemplary spirit of cooperation.

The preparation of the skeleton will take about three years of skilled labor, according to Dan Grenard, BLM project manager for the Garden Park Fossil Area. "We hope to have the opportunity for the public to watch the preparation work in progress here in Canon City," Grenard said, adding that eventually the stegosaurus will be put on permanent exhibit.

*"We are generally happy to find an isolated limb bone or tail, but to find a complete stegosaurus is very rare."* —Bryan Small, paleontologist



*The stegosaurus is airlifted out of Garden Park Fossil Area in Colorado.*

The Garden Park Fossil Area is one of the most important paleontologic sites in the country. Some of the best examples of well known dinosaurs on display in this country's most prestigious museums, including the Smithsonian, the American Museum of Natural History, and the Denver Museum of Natural History, are from the area.

—Ken Smith  
Canon City District

# Quick Response of Surprise Resource Area Assists Rescue

Employees of the BLM's California Surprise Resource Area played an important role in the January 6th rescue of a family stranded for eight days by a snowstorm in the remote and rugged high desert of northwestern Nevada. The rescue was the result of quick interagency response by nearly every public agency in Surprise Valley.

James and Jennifer Stolpa and their five-month old baby left Castro Valley in the San Francisco Bay area to attend a relative's funeral in Pocatello, Idaho. Along the way, their vehicle became mired in snowdrifts. After spending four days in their truck hoping for a passing vehicle, they finally set out on foot, eventually taking shelter in a cave. Mr. Stolpa set out again to find help, and on January 6, was spotted by a Washoe County road maintenance crew. A rescue team, including BLM person-

nel familiar with the area, was then dispatched to locate Mrs. Stolpa.

A highway crew reached Mrs. Stolpa and baby with a front-end loader and four-wheel drive. BLM Ranger Carman Prisco and Surprise Resource Area archaeologist Hugh Bunten arrived in a Sno-Cat about 15 minutes later. Carman, who is certified as an Emergency Medical Technician, cared for the baby and other EMTs treated Mrs. Stolpa as the Sno-Cat carried them to a waiting ambulance. Nearly everyone on the Surprise Resource Area staff was involved in the effort, working in the field and assisting with coordination and communication. The BLM's fire station was used as an incident command post, and BLM radios and communication sites provided for critical communication links.

Agencies involved in the rescue included the Washoe County Road Department, California Highway

*Nearly everyone on the Surprise Resource Area staff was involved in the effort, working in the field and assisting with coordination and communication.*

Patrol, BLM, Washoe County Sheriff's Office, U.S. Forest Service, U.S. Fish and Wildlife Service, Modoc County Sheriff's Office, California Department of Fish and Game, Los Angeles Water and Power, and Citizen's Utilities telephone company.

Mr. and Mrs. Stolpa were eventually taken to Washoe Medical Center in Reno. Although the Stolpa's suffered severe frostbite on their feet, the baby escaped serious harm. The Stolpa's were released from the hospital February 1.

# Water Harvester Washes the Dry From the Desert

While it's not quite the same as pulling moisture out of thin air, BLM engineering technician Bill Rice's "water harvester" might be the next best thing.

It pulls water out of some of the most arid land in the West, much to the relief of thirsty wildlife.

Five years ago, Rice was approached by two Burley, Idaho, District wildlife biologists. They said lack of freestanding water was preventing a mountainous area near the Idaho and Utah line from becoming excellent habitat. The biologists asked Rice if he could help develop water sources for the area.

Two years later, the first of two water harvesters was installed in the remote Sublett Mountains. The harvester is an underground catchment consisting of three 55-gallon barrels rigged with special plumbing that fills with water trapped from surrounding saturated soils. The above-ground guzzler linked with the underground harvester provides the critical source of standing water.

And the harvesters work. In the sixth year of drought, one

(continued)



Bill Rice's "water harvester" at work in Idaho.

## Projects in Six States Win Riparian Stewardship Awards

Six outstanding projects to improve riparian areas on public lands were recognized by the BLM in 1992. The Riparian Stewardship Awards are presented for significant private contributions to the public lands that can serve as models for further public-private cooperation.

In California, Greg Elliott, Rich Reiner, and The Nature Conservancy received awards for enhancing the Cosumnes River Preserve watershed by planting several hundred acres of oak, cottonwood, and willow trees.

In Oregon, Martin Lugus of the Weyerhaeuser Corporation received an award for improving riparian areas in the Jenny Creek watershed (see related story in the Nov.-Dec. 1992 issue of *Inside Track*, p. 6.)

In Arizona, Daniel L. Mead of the Byner Cattle Company, and the Cyprus Minerals Company, which owns the Byner Cattle Company, were recognized for constructing

range improvements and implementing livestock management practices to restore riparian areas on 12 miles of Burro and Boulder Creeks. These areas provide habitat for threatened and endangered plants and animals.

In Nevada, Wayne Fahsholtz of Maggie Creek Ranch was honored for working closely with the BLM, the Soil Conservation Service, and the Extension Service to develop improved grazing practices, including use of fencing and water development projects to control grazing along Susie Creek. This work improved 11 miles of private and public lands. Also noted was Fahsholtz's cooperation with the Nevada Department of Wildlife and the Fish and Wildlife Service in developing brood ponds for the endangered Lahontan cutthroat trout.

In Colorado, members of Troop 384 of the Boy Scouts of America in Grand Junction were recognized for constructing rock gabions and log

drop structures in Big Dominguez and Brush Creeks. Their work enhanced habitat by stabilizing streambanks, stimulating riparian vegetation, and creating pools for fish.

In Montana, the chairmen of four Cooperative State Grazing Districts (CSGD) were honored for their cooperation in developing and implementing grazing plans that improved the condition of riparian areas in their grazing allotments. They are Sever Ekenrud, Chairman of the Badlands CSGD; Walter Rigen, Chairman of the North Valley CSGD; Bill Cornwell, Chairman of the Buggy Creek CSGD; and Bill Black, Chairman of the Willow Creek CSGD.

Nominations for Riparian Stewardship Awards may be made by BLMers through their State Office Director. For more information on nominating 1993 recipients, contact your State Riparian Coordinator or State Public Affairs Office. In Washington, D.C., the national contact is Ron Huntsinger, Office Code WO222, Phone 202-653-9193 or fax 202-653-9118.

### Water Harvester

harvester caught and held 300 gallons of water before finally drying in late summer. A second harvester held water throughout the entire summer last year. Tracks of bobcat, elk, deer, badger, upland game birds, and other animals were spotted at one harvester, proving that wildlife is well aware of the new water hole.

"The 300 gallons came after only 6.25 inches of precipitation fell between October and May," Rice says. "The harvesters exceeded my wildest expectations."

Location is the key to the water harvester's effectiveness. Rice read a study that showed removing a maximum of 10-20 percent of an aspen

stand usually results in a 50 to 100 percent increase in available water.

A second study reported 50 percent water increases when snow pillows (areas where trees and tall shrubs are removed) were created to trap moisture.

"Generally, those methods are used to try to augment surface water," says Rice, "but I thought it might work as a subsurface source."

Rice gradually formulated a profile for where underground water trapping would most likely succeed: aspen, with foliage present more than halfway up the tree and plenty of suckers branching out. Other moisture indicators are basin wildrye, willows, wild rose, and

stinging nettle. Soils with high clay content also tend to retain water.

"We're just trying to read what the land is telling us," Rice says.

Harvesters are relatively cheap, about \$200 for materials. Maintenance is minimal and the visual impact of the snow pillows is less than expected. In the long run, aspen stands will be healthier by being thinned, leaving more water for the remaining trees.

"We're not creating habitat, we're enhancing what's already there," says Rice. "The soil only releases what it can't hold."

—Don Smurthwaite  
Idaho State Office

## BLM People

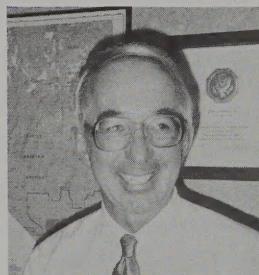


Johari Rashad

**Johari Rashad**, Chief of the Division of Employee Development in Washington, D.C., was featured in *USA WEEKEND* for using a tough but successful approach three years ago with her then 16-year old daughter. She took a bold step and threw her disobedient daughter out of their apartment to live on her own. Her daughter, now 19, is an honors college student, and the two are very close. The article, *Drawing the Line*, by Lew Moores, was part of a series called *Family Spirit 92*. Rashad's story was selected from hundreds submitted from all over the country. "I think that sometimes you have to do the thing you'd probably never thought you'd do. Put my child out. I don't think I could have gotten her attention any other way." (from *USA WEEKEND*, November 20 - 22, 1992, p.9.)

**Dave Little**, Utah Vernal District Manager, was named "Outstanding Public Land Professional for 1992" by the Public Lands Foundation for outstanding work on the Book Cliffs Conservation Initiative, which established a multiple use showcase with management emphasis on wildlife, fisheries, riparian, and recreation values. The Public Lands Foundation supports sound professional management of the public lands under BLM administration. Foundation President George Lea presented the award to Little in Washington, D.C., in January.

Dave Little (left) accepts award from George Lea.



Ben Collins

**Ben Collins**, Las Vegas District Manager, was named Wildlife Conservationist of the Year by the Nevada Wildlife Federation. He was recognized for his work on desert tortoise legislation and his staff's work with the desert tortoise; improving riparian habitat in southern Nevada; and projects to improve the range of desert bighorn sheep.

**Ray Thomas**, BLM-Alaska's Deputy State Director for Information Resources Management, recently received an award for providing significant contributions to advancements in automation within the Federal government. The award was presented by *Government Computer News* magazine, in Washington, D.C., in recognition of his leadership in BLM's recently completed Release 1 project, which modernized the data base environment for Alaska's land records to provide easier access.

Ray Thomas (right) receives the award from Ed Kay of the Interior Department.



Submissions to *BLM People* are encouraged. We are looking for information on BLM employees who have received special recognition or who have been named to key positions within the BLM. Submissions should be brief, and include a contact person, phone number, and photograph, preferably black and white, 5 x 7, labeled on the back.

## News Briefs

The Colorado Historical Society honored Colorado BLM with two of its prestigious Stephen H. Hart Awards. The first was for outstanding contributions to historic preservation. The BLM was honored along with Hinsdale County partners for a cooperative effort to preserve and stabilize the Capitol City Post Office along the Alpine Loop Scenic and Historic Byway. Montrose District Archaeologist Rich Fike accepted the award on behalf of the BLM. The second award honored the Glenwood Springs Resource Area and the White River National Forest for work on the Ute Trail. Area Manager Mike Mottice accepted that award.

**Navy/BLM cooperate to restore vandalized site.** The BLM's Carson City, Nevada, District staff and enlisted Navy volunteers worked together recently to undo damage left by vandals at Lee Hot Springs, an isolated but popular area about 18 miles south of Fallon. After reading about the vandalism in the newspaper, Captain Barry McFarland, Commander of the Naval Air Station at Fallon, contacted the BLM to offer volunteer Navy labor to rebuild fences. Vandals had torn down fence posts and rails, removed warning signs and left garbage strewn about the remote Lee Hot Springs area. Of particular concern were the destruction of an estimated 300 feet of wire fencing around a riparian area enclosure which left fragile wetlands unprotected and removal of signs warning visitors of the 185-degree water temperatures. Gene Moore, Carson City District equipment operator, supervised the effort which saved taxpayers thousands of dollars.



Photo by Doug Soleida

Navy volunteers and BLM staff replace safety fencing to restore a vandalized site near Fallon, Nevada.

**Confluence '92:** Several BLM recreation planners attended the annual trade show and conference of America Outdoors, a national trade association of outfitters and other recreation service partners. *Confluence '92* was held December 7 - 11 in Boise, Idaho. Disney's renowned marketing seminar culminated the show, which is considered the largest gathering of recreation service partners and managing agencies in the Nation.

**Eagle Watch Week:** The BLM Coeur D'Alene District hosted "Eagle Watch Week" December 26 - January 2 to provide the public an opportunity to view bald eagle roosting sites on BLM-managed lands in northern Idaho. Eagles arrive there each year starting in November, and populations reach their peak between Christmas and New Year's. Personnel from the BLM's District Office were on hand at key Watchable Wildlife Sites where more than 1,000 people stopped to ask questions and watch the eagle air show. Eagle Watch Week attracted significant media attention, and the district plans to make it an annual event.

**BLM California Alturas Resource Area** kicked off a new mentor program in December with the Modoc High School's Natural Resources Academy. The program matches students with 25 resource specialists from a number of agencies who are available to discuss career and education options and provide advice and guidance to the students.

(continued on page 15)

# Rivers of Change: Adventures in Riparian Interpretation

Reflecting the BLM's commitment to interpretation—reaching out to tell the story about public lands—the BLM's Yuma District and the U.S. Fish and Wildlife Service's Kofa National Wildlife Refuge hosted a workshop on the lower Colorado River for the National Association for Interpretation's Region Eight.

"Rivers of Change" was the theme of the workshop, which focused on recognizing the importance of riparian habitats, the need to interpret their values, and effective methods for achieving these goals.

Participants spent two days traveling the river, stopping to explore the variety of riparian resources and to listen to presentations from specialists in the fields of hydrology, geology, archaeology, wildlife and commercial riparian enterprises.

"Hosting this workshop gave us a great opportunity for contact with other agencies," said Yuma District Manager Herman Kast, "and made it possible for us to introduce professional interpreters to the world of riparian values and the importance of protecting these unique areas."

—Jeanette Davis,  
Yuma, Arizona, District



*The BLM introduces professional interpreters from Southern California and Arizona to the values of riparian areas through "Rivers of Change."*



*The "Rivers of Change" workshop launches with an early morning departure by jet boat. Participants will hear from specialists such as geologists, hydrologists and archaeologists along the way.*

## Boise BLMers Adopt Two Schools

Young people at two Idaho schools are learning about a bright exciting world of opportunities that they have never seen or experienced, thanks to BLM employees. They are learning about public lands and resource values, and they are also learning that BLM employees care about them.

The Idaho State Office and the Boise District Office each adopted an elementary school through the Boise School District's Partners-in-Education program, which matches businesses and organizations with schools in order to expand learning opportunities for students.

BLMers donate their time to help students with science fair projects or act as judges, make classroom presentations, create displays and bulletin boards, conduct outdoor workshops, host field tours, or simply read with students who need an extra little bit of attention.

Sometimes a student needs shoes, boots, or a winter coat, and BLM employees are there to help out. Some students cannot afford to buy school supplies. Again, the BLM is there.

Idaho State Office employees donated close to \$3,000 in food, clothing, toys and books for students and their families during the holidays. This included nearly \$500 to start a BLM library in each classroom. "You should have seen those little eyes light up when they saw all those new books!" fourth grade teacher Nancy Smith exclaimed.

"Caring is really what it's all about," said Delmar Vail, Idaho State Director. "We made a commitment to our community and to our young people, and we've made a difference. Virtually every BLM employee in Boise has contributed time or money to help make the Partners-in-Education program a success."

*—Pat Entwistle,  
Idaho State Office*



*Panning for Gold: A BLM employee gives two fourth grade students pointers, as part of the Partners-In-Education program.*

*Idaho State Director Del Vail presents a student with a certificate from the BLM, recognizing her as "student-of-the-month."*

# Florida Fifth Graders Become Environmentalists

**I**t was challenging, but a group of eager Jupiter, Florida, Elementary School fifth graders jumped at the chance to relate what they had learned during Jupiter Environmental Day. The event was held on November 20, 1992, at a public land tract of native sand pine habitat associated with the Jupiter lighthouse.

The 100 students had gathered information about the sensitive resources found on the tract during a guided trip around eight stations scattered throughout the parcel. Back in their classroom, they were asked to use what they had learned to determine how they would manage this special tract. Management is challenging because special consideration must be given to the extensive historical background of the tract, resident endangered species, and development surrounding the land on Florida's coastline.

The event was hosted by the BLM's Eastern States Jackson, Mississippi, District Office under a Challenge Cost Share Agreement with The Nature Conservancy's Blowing Rocks Preserve.

Volunteers and employees from the BLM and The Nature Conservancy staffed the stations. Wide-eyed students were given first-hand knowledge about the tract and its inhabitants such as gopher tortoises, an eastern indigo snake and a Florida beach mouse, by the Dreher Park Zoo.

Students were also delighted by two volunteers from the Loxahatchee Historical Museum who, dressed in period costumes, told stories of the lighthouse's past and guided them through a small museum of lighthouse memorabilia.



*Walt Timmerman, Florida Department of Natural Resources, has an attentive audience as he talks about the wildlife resources on the Jupiter tract.*

Mark Davis, Assistant District Manager for Lands and Renewable Resources in the Jackson District, said the event provided an opportunity to explain the BLM's planning process in a community where few have ever heard of the agency. Davis also called the event timely, noting that the BLM is currently in the process of developing a resource management plan for public domain lands in the state of Florida. "We want to encourage public participation in the process and help them to understand how resource decisions are made," he said.

The event received substantial community and volunteer support from such groups as The Nature Conservancy, Florida Department of Natural Resources, Palm Beach County Parks Department, the Dreher Park Zoo in West Palm Beach and the Loxahatchee Historical Museum.

In addition to Davis, other BLM employees who participated included Archaeologist Judy Pace, Geologist Ken Adams, Wildlife Biologist Faye Winters, Natural Resource Specialist Clay Moore, and Wildlife Biologist Sheryl McKenzie.

*—Faye Winters, Wildlife Biologist and Judy Pace, Archaeologist  
Jackson, Mississippi, District Office*

# SHOT Show Hits A Bull's Eye!

HONK! HONK! HONK! Was that the haunting call of the Canada goose streaking across the early Montana skies kissed by the breath of winter frost?

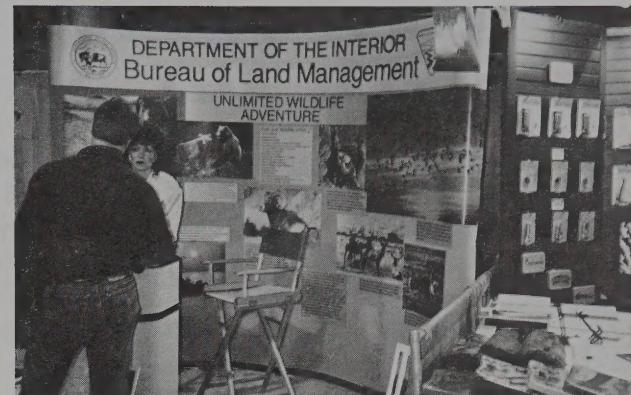
No, it was David Hale, co-owner of Knight & Hale Game Calls Company, performing his expert "calling" skills at the Houston Astrodome—the scene of the 1993 SHOT (Shooting, Hunting, and Outdoor Trade) Show.

The BLM exhibited at the SHOT Show for the first time and made a positive statement with its 10 foot by 10 foot "Unlimited Wildlife Adventure" exhibit. The exhibit showcased the BLM's habitat management work for big game, upland game birds, and waterfowl, while simultaneously outlining the many wildlife opportunities await-

ing the American people on their public lands.

More than 14,400 buyers attended the four-day show in Houston, while 1,210 sporting goods, firearms, and ammunition industry exhibitors occupied more than 363,500 net square feet of exhibit space at this 15th anniversary show. The successful SHOT Show, sponsored by the National Shooting Sports Foundation (NSSF), generates substantial income, much of which is donated to the Wildlife Management Institute. These donated monies are used to promote professional wildlife management and increase native wildlife resources.

The BLM's new colorful Watchable Wildlife poster was an immediate "hit." Shop owners said they would proudly hang this



BLM's "Unlimited Wildlife Adventure" exhibit was staffed by Washington Office Division Chief, Dave Almand (not pictured) and Public Affairs Specialist Michelle Dawson.

poster in their stores, while other attendees wanted the poster to grace their homes. The BLM's participation significantly enhanced outreach to this new audience. Attendees, as well as exhibitors, received information on the BLM and its implementation of *Fish & Wildlife 2000* and *Recreation 2000*.

—Michelle Dawson, Washington, D.C.

## News Briefs

(continued from page 11)

**Cactus Sale in Nevada:** Rather than seeing a variety of cacti destroyed during the creation of a planned community gravel pit in Nevada, the BLM's Las Vegas District held a plant sale which permitted individuals to buy and dig up the cacti for home landscaping. The BLM was thus able to raise \$4,200 while transplanting a living resource.

**Conservation Award Named After Ken Volpe:** The Kern County, California, Council of Governments renamed its annual conservation award for Ken Volpe, the late multi-resource staff chief of the BLM's Caliente Resource Area. The BLM's Bakersfield District also established an award for BLM employees who best exemplify Volpe's dedication to duty, respect for others, and devotion to family and community.



Individuals buy cacti at Las Vegas District's recent plant sale.

## Workshop Focuses on Access

The following scenario is a typical winter scene in Colorado: A woman drives into a ski area parking lot, gets out of her vehicle, travels along the sidewalk to the lift line, gets on the ski lift, rides to the top of the lift, and then skis down the mountain. Nothing unusual. But wait, there is something different about this scene; the woman is a paraplegic and uses a wheelchair. Can she really do all these activities?

The answer is yes. She is restricted by only three things: her personal abilities, her choice of experiences, and accessibility. The first two come from within an individual, but accessibility is a function of design and construction.

In this particular example, access is virtually unlimited. The woman's vehicle is equipped with hand controls; she parks in the "handicapped" spot that provides adequate room to maneuver her wheelchair and enter/exit her vehicle; there is a curb-cut at the sidewalk; and she has a choice of a mono or sit ski that allows her to experience the thrill and freedom of skiing.

Fifteen years ago, this type of access was virtually nonexistent. Although a disabled person can now enjoy many activities that were once inaccessible, there is still a lot of room for improvement. An "Accessibility and Employment Workshop" held December 8 and 9 in Grand Junction, Colorado, provided an opportunity for land management agencies to focus on future improvements by increasing their awareness of access concerns—barriers and possible solutions—today.

Sponsored by the BLM and the Forest Service, the workshop was organized by John Davis, Montrose District Hazardous Materials Specialist and BLM Colorado's representative on the National Accessibility Guide Team, and Rick Isom, Recreation and Engineering Accessibility Coordinator for

the Grand Mesa-Uncompahgre-Gunnison National Forests. Davis and Isom have been active in pioneering access for people who use wheelchairs. Isom has been at the forefront of the development of the mono ski, and Davis and Isom both have developed techniques for sit skiing. Since 1980, they have worked extensively with ski area operators to ensure access.

The workshop covered topics such as legal obligations, modifying existing facilities, designing and providing access to new facilities, recreational pursuits and equipment available to disabled people, and maybe most importantly, just raising the awareness and sensitivity level of people without disabilities. Nearly 80 people attended, including land managers, recreation specialists, interpretive specialists, and civil engineers from BLM, several other agencies, and two private organizations.



*A recent workshop on accessibility was co-organized by BLM's John Davis, Montrose District Hazardous Materials Specialist and BLM Colorado's representative on the National Accessibility Guide Team. Davis is shown here (right) as he and civil engineer Larry Gebhart (left) anxiously await the beginning of a 10 K race.*

Featured speakers included Mark Wellman, a paraplegic who climbed the 3,000-foot wall of El Capitan in Yosemite National Park; Dr. Edith Gellenbach, a rehabilitation consultant from Montrose; and Kay Ellis, an accessibility specialist with the National Park Service in Washington, D.C.

"I think it was worth the effort," Davis said after the workshop. "We reached a lot of people who can work within their agencies to increase awareness and actually effect positive changes from the grass-roots level. If the concept of universal design and access becomes an integral part of our programs and our facility design process, we won't need these types of workshops in the future. That's our goal."

—Roger Alexander  
Montrose District Office

## BLM Hosts National Fluid Minerals Conference

**M**ore than 190 people attended BLM's National Fluid Minerals Conference in New Orleans during the week of December 14, 1992, making it one of the largest meetings the Energy and Minerals staff has held in recent years. The conference, which was hosted by the Eastern States Office, included participants from the BLM, the Bureau of Indian Affairs, the Forest Service, the Minerals Management Service, the Interior Department Solicitor's Office, and two historical black universities, Dillard and Southern.

"In the past, we have had three or more separate workshops for the major fluid minerals programs every year," commented Hillary Oden, Assistant Director for Energy and Minerals. "By combining

these workshops into a single conference, our minerals managers were able to get the benefit of all workshops in one week at a considerable savings."

So how do you fit three separate, week-long workshops into the same week? The workshops (Reservoir Management, Inspection and Enforcement, and Adjudication) ran concurrently during the week, scheduled between general sessions on Monday and Friday. Each workshop had its own published agenda and ran independently of the other two. "The key," said Eastern States' Walt Rewinski, "was to keep each workshop on schedule. That way, participants could plan in advance which sessions they wanted to attend in any of the three workshops."

**B**y holding its recent fluid minerals conference in New Orleans, the BLM had a unique opportunity to interact with well-known historical black colleges and universities (HBCU's) — the first time ever for BLM in the context of a national technical program conference. During the first general session, representatives from two HBCU's, Southern University and Dillard University, addressed the audience on their academic programs and the range of their cooperative activities with other Federal agencies. This was followed by an evening round-table discussion between Southern, Dillard, and the BLM.

Dan Sokoloski, Deputy Assistant Director for Energy and Minerals, said, "We learned a great deal from both Dillard and Southern Universities. I think we all went home with a number of ideas for mutually beneficial projects." Among proposals currently being explored are BLM summer internships for HBCU professors and students; government and land management modules being added to HBCU curricula; and HBCU participation in an upcoming meeting of the American Association of Petroleum Geologists in New Orleans. In addition, representatives from the Hispanic Association of Colleges and Universities will take part in BLM's National Solid Minerals Conference the week of April 26th in Albuquerque.

The workshops covered both policy and technical issues critical to the functioning of the BLM's fluid minerals program. Because both Washington Office and State Office management was well represented at the conference, participants had an opportunity to hear policy interpretation directly from upper-level management. Areas covered ran the gamut from inspector certification to lease suspension policies, with many suggestions coming from field personnel for clarifying or enhancing policy. The conference also provided the first opportunity for right-sized minerals employees to come together to exchange ideas.

The BLM's commitment to developing new and better ways to serve the public made Total Quality Management (TQM) a central theme throughout the general sessions and the workshops. Vic Figurelli, an employee of Shell Chemical Company, set the tone on the first day with a detailed discussion of how Shell has used TQM to improve both productivity and employee satisfaction.

In his remarks that followed, Oden said, "TQM can no longer be simply a goal for the BLM. We need to incorporate it, *now*, into all aspects of our minerals program. This can only be accomplished if every employee makes a personal commitment to do his or her job to the best of their ability and makes management fully aware of new approaches or techniques they believe can help the BLM improve its services. Management, for its part, must be responsive to employee suggestions and move to implement them as expeditiously and economically as possible."

—John Bebout, Technical Specialist, Energy & Minerals, Washington Office

**ALASKA***New BLM Employees*

Marcia Williams, Comp Spec, SO  
Orrin Frederick, Land Surv, SO

*Reassignments/Promotions*

Dawn Grant, Comp Spec, SO  
Daniel Healey, Info Ctr Supv, SO  
John Montgomery, Supv. Mgmt Anal, SO  
Leonard Wehking, Supv. Forestry Tech., Alaska Fire Svc  
Janice Yankus, Navigable Waters Spec, SO  
John Cook, Archeol, Arctic DO to Steese/White Mountain DO  
Michael Kunz, Archeol, Steese/White Mountain DO to Arctic DO  
Garth Olson, Comp Spec, SO  
Donna Redding-Gubitosa, Archeol., Anchorage DO  
Anne Wood, Land Law Exam, SO  
Mary Woodward, Space Mgmt Anal, SO

*Retirements*

Alice Hossfield, Land Law Exam, SO  
Donald Knight, Civil Eng, SO  
Connie Teffeteller, Pos Class Spec, SO  
George Harper, Comp Prog Anal, SO

**ARIZONA***New BLM Employees*

Bette Arial, Pub Afrs Spec, AZ Strip DO  
Robert Kritzstein, Mgmt Anal, SO  
Mary Gilbert, Wdlf Biol, PTC

*Reassignments/Promotions*

Joe Salazar, Land Surv, WY, to SO  
Roger Oyler, Supv Range Con, SO to Range Con, Yuma DO  
Kenny Ravnikar, Land Surv, ESO to SO  
Clinton Oke, Nat Res Spec, OR to Range Con, SO  
Frank Daniels, Realty Spec to Surface Recl Spec, Phoenix DO  
George Nelson, Outdoor Rec Plnr, ID, to Rec/Cul/Wilderness Coord, PTC  
Kyle Mohan, Nat Res Spec to Range Con, Phoenix DO  
Arthur Tower, Area Mgr, Phoenix DO to Special Asst to SD, SO  
Christina Ramos, Range Con, PTC  
Henry Molz, Surface Recl Spec to Plng & Environ Spec, Phoenix DO  
Phillip Wilkins, Land Surv, AK to SO  
Robert Currier, Admin Ofcr, SO  
Richard Colvin, Outdoor Rec Plnr to Supv Outdoor Rec Plnr

*Retirements*

Tony Settle, Criminal Invest, SO

**CALIFORNIA***Reassignments/Promotions*

Robert Beehler, Area Mgr, Hollister RA  
Kurtis Schmidt, BLM Ranger, Needles RA  
Charlotte Hawks, Realty Spec, Arcata RA  
Mark Hartman, Electronic Tech, Bakersfield DO

James Abbott, Asst Area Mgr., Palm Springs to Area Mgr, Calinte RA  
Bobbie Balwin, Land Law Exam, SO  
Diane Gomez, Realty Spec, Palm Springs RA  
Joseph Molter, Nat. Res. Spec., Redding RA  
Anthony Danna, Area Mgr, Surprise RA  
Rose Butler, Criminal Invest, SO  
Curtis Toovey, BLM Ranger, El Centro RA  
Douglas Held, Range Tech, Redding RA  
John Schumacher, Range Con, Barstow RA  
Kathy Routhent, Bishop RA  
Henri Bisson, District Mgr, Calif Desert DO  
Arthur Tracey, BLM Ranger, Calif Desert DO  
Alfred Simas, Fire Mgmt Spec., SO

*Retirements*

Alleyne Rizor, Land Law Exam, SO  
Gerald Hillier, District Mgr, CA Desert DO  
William Olsen, Archeol, SO  
John Selgelmilch, Supv. Oper Prog Spec., Susanville DO  
James Domingos, Equip. Operator, Susanville DO

**COLORADO***New BLM Employees*

Margaret Heath, Imagination Team Proj Mgr, San Juan RA  
Wayne Rice, Visual Info Spec, San Juan RA  
Karen Jackson, Writer-Editor, San Juan RA

*Reassignments/Promotions*

Michael Mitrision, Supv Civil Engineer, SO  
Carol Spurrier, Botanist, SO  
Edward Patrovsky, BLM Ranger to District Ranger, Craig DO  
David Cooper, Outdoor Rec Plnr to Res Mgr, Craig DO  
Joann Graham, Env Prot Spec to RMP Team Leader, White River RA  
Mary Barger, Pers Staff Spec, SO  
Max McCoy, Lead Pet Eng Tech to Supv Pet Eng Tech, White River RA  
Steve Bennett, Envir Prot Spec to Project Leader, Little Snake RA  
Juan Garcia, Land Law Exam, SO  
Douglas Sipes, Computer Sys Anal to Supv Comp Sys Anal, SO  
Bonnie Stewart, Employee Dev Spec, Svc Ctr to SO

*Separations*

Frayne Lehmann, Realty Spec, Craig DO

**IDAHO***New BLM Employees*

John Garth, Geologist, Shoshone DO  
Mary Clark, Range Con, Boise DO

*Reassignments/Promotions*

Frank Frymire, Pers Ofcr, California, to SO  
William Bogg, Outdoor Rec Plnr, Burley DO, to Idaho Falls DO  
P. Muriel Lough, Purchasing Agent to Realty Spec, Idaho Falls DO  
Donald Jossie, NV, to Soil Scientist, Boise DO  
James Hart, CA, to BLM Ranger, Burley DO

Lynn Danly, Range Con, Shoshone DO to Coeur d'Alene DO  
Abbie Jossie, NV, to Supv Range Con, Boise DO  
Troy Bunch, Serv Ctr to Supv Cartographer, SO

*Separations*

Keith Treseder, Contract Spec, SO  
Michael Beaty, IRM Administrator, Boise DO

*Retirements*

Richard Powell, Eng. Equip. Op., Idaho Falls DO

**MONTANA***New BLM Employees*

James Albano, Minerals Res Spec, SO  
Bradley Brown, Org Dev Spec, SO  
Dale Manchester, Petroleum Eng, Great Falls RA  
Edward Scherick, Area Mgr, Dillon RA  
John Thompson, Supv Plng & Environ Spec, SO  
Greg Zschaechner, Fire Oper Spec, SO

*Reassignments/Promotions*

Gregory Albright, A/V Prod Ofcr to Pub Afrs Spec, SO

Greg Bergum, Supv Civil Eng, Butte DO to Civil Eng, SO

Chanler Biggs, Outdoor Rec Plnr, Judith RA

James Chapman, Cartographic Tech to Geographer, SO

Mitchell Forsyth, Supv Range Con, Judith RA, to Range Con, Havre RA

Elaine Kaufman, Land Law Exam, SO

Linda Koch, Sup Svcs Supv to Supv Property Mgmt Spec, SO

Patrick Mullaney, Fire Mgmt Spec, Div of Operations

Donald Rufeldt, Soil Scientist to Nat Res Spec, Dickinson DO

Walter Schopfer, Supv Fire Mgmt Spec, SO

Joan Seibert, Land Law Exam, SO

Randy Thomas, Surveying Tech, SO

Dale Tribby, Wdlf Mgmt Biol to Wdlf Biol, Big Dry RA

Terrance Wilson, Range Con, Powder River RA, to Nat Res Spec, Miles City DO

*Retirements*

Kenneth Denton, Petroleum Eng Tech, Dickinson DO

*Separations*

Richard Adams, Range Con, Headwaters RA  
Douglas Ayers, Wdlf Mgmt Biol, Judith RA  
Dale Hanson, Computer Spec, Miles City DO

**NEVADA***New BLM Employees*

Robert Allen, Range Con, SO

Edgar Dugger, Jr., Telecom Spec, Carson City DO

Marvin Morgan, Area Mgr, Stateline RA, Las Vegas DO

*Reassignments/Promotions*

Atanda Clinger, Supv LL&M Records Spec to Records Admin, SO

Ramona Lund, Purch Agent, Battle Mtn DO to Contract Spec, SO

Don Siebert, Hydrologist, Las Vegas DO to Supv Nat Res Spec, Stateline RA  
 William Wagers, BLM Ranger, AZ to District Ranger, Ely DO  
 Stanley Zuber, BLM Ranger, CA to BLM Ranger, Carson City DO

*Retirements*

James Munson, Land Surv, SO

*Separations*

Marcus Schmidt, Fuels Mgmt Spec, SO

**NEW MEXICO***New BLM Employees*

Wayne Upham Jr., Pers Mgmt Spec, SO  
 Charlene Yanes, Exec Dir, SO

*Reassignments/Promotions*

Robert Sanchez, Eq Employ Mgr to Eq Employ Spec, SO

Ronald Dunton, FMO, SO to Asst Area Mgr, Carlsbad RA

John Crane, Supv. Min Res Spec, to Nat Res Spec, Roswell RA

Johnnie Hart, Admin. Ofcr, to Supv. Prod. Acct. Spec., Tulsa DO

Gilbert Olson, Land Surv to Supv. Land Surv, SO

Ida Viarreal, Land Law Exam to Supv. Land Law Exam, SO

*Retirements*

Darrell Self, Petroleum Eng., Oklahoma R.A.

*Separations*

Michael Valdez, Supv. Criminal Invest, SO  
 Ronald Banegas, Pers Mgmt Spec, SO

**OREGON***New BLM Employees*

Carl Ramzy, Telecomm. Spec, SO  
 Randall Zanon, Land Surv, SO

Bruce Bryden, Computer Spec, Medford DO

*Reassignments/Promotions*

Bonnie Zimmerman, Computer Spec, SO

Douglas Snyder, Forestry Tech, Roseburg DO

Jonathan Manski, Supv Range Tech, Burns DO

Loni Whitney Kinder, Empl Dev Spec, Eugene DO

Michael Southard, Archeologist, Eugene DO

Dean Bolstad, Supv Nat Res Spec, Burns DO

Dale Nissensohn, Computer Spec, Roseburg DO

Victoria Ursitti, Fishery Biol, Coos Bay DO

Gary Minger, Forestry Tech, Vale DO

Mildred Hester, Land Law Exam, Vale DO

Kevin McCoy, Outdoor Rec Plnr, Vale DO

Donna Buchanan, Budget Anal, SO

Linda Hale, Wdlf Biol, Medford DO

Ronald Russell, Outdoor Rec Plnr, Medford DO

Gerard Capps, Geologist, Medford DO

Tempe Berggren, Realty Spec, SO

Christopher Johnson, Forestry Tech, Medford DO

Mark Cooper, CA to BLM Ranger, Lakeview DO

*Retirements*

R.E. Culbertson II, Wdlf Biol (Spotted Owl Coord), Coos Bay DO

**UTAH***New BLM Employees*

Patrick Lang, Health Promo Spec, SO  
 JoAnn Stroh, Multimedia Spec, Vernal DO

*Reassignments/Promotions*

Raymond Audette, Geologist, Richfield DO

Joseph Jenson, Range Con, Cedar City DO

James F. Kohler, Geologist, SO

David Corry, Range Con, Cedar City DO

Karl Sakaeda, Info Sys Mgr, SO

Mark Jones, Supv Forestry Tech, SO

Julie Romney, Cartographer, SO

Peter Kempenich, Nat Res Spec, Vernal DO

Michelle Potter, Wdlf Biol, Moab DO

Marilyn Hymas, Comp Spec, Cedar City DO

**WYOMING***New BLM Employees*

Julie Clarke, Archeol, Worland DO  
 William Glover, Geologist, Worland DO  
 Janine Terry, Public Affairs Spec, Worland DO  
 Lloyd Wright, Petroleum Eng, Casper DO

*Reassignments/Promotions*

Vickie Daniels, Geologist, New Mexico, to Environ Scientist, Wyoming SO

Sharon Dries, Geologist, New Mexico, to Newcastle RA

George Hollis, Res Mgr, Worland DO to Recruitment Coord, SO

Gary Johnson, Supv Mining Eng, UT to Casper DO

Jon Johnson, Realty Spec to Environ Spec, SO

James Monroe, District Mgr, Casper DO, to Special Project Ofcr, SO

Frank Partridge, Res Info Spec, Worland DO, to Data/Records Spec, Casper DO

*Retirements*

Sandra Farber, Pers Ofcr, Wyoming SO

**WASHINGTON OFFICE***New BLM Employees*

Marilyn Nickels, Cult & Heritage Res Mgr, Div of Cultural Heritage

Richard Swanson, Fishery Biol, Div of Wdlf & Fisheries

Debra Deaver, Telecom Spec, Division of IRM

*Reassignments/Promotions*

Richard Deery, Geologist, Division of Solid Minerals

Jay Theitten, Nat Res Spec, Office of the Director  
 Ernest James, Quality Improvement Coordinator, Div of Eval & Mgmt

*Separations*

Joseph Piehuta, Empl Dev Spec, Div of Empl Dev

**SERVICE CENTER***New BLM Employees*

Shannon Wondra, Contract Spec, Div of Admin. Svc.

Todd Adler, Supv Accountant, Div of Finance  
 Susan Goodman, Fire Mgmt Spec, Div of Res

*Reassignments/Promotions*

Marie Robal, Computer Prog Anal, Div Sys. Op.

Douglas Wilcox, Supv Phy Sci, Div of Tech. Svc.

Laura Nelson, Computer Prog. Anal., Div Sys. Op.

Gerald Edler, Supv Computer Spec, Div Sys. Op.  
 Fred Batson, Tech Svc Program Mgr., Div Tech Svc.

Debra Carter, Supv Cartographer, Div Tech Svc.

Peter Doran, Supv Tech Info Spec, Ofc of SCD

Felix Jimenez, Coord Spec., ALMRS/Mod.

Lydia Creager, Structural Eng., Div Tech Svc.

Donn Zinn, Telecomm Spec., Div Sys Op.

Elizabeth Riley, Supv Micrographics Spec, Div Tech Svc.

Eva Fennel, Budget Anal., WY to Div of Fin.

*Retirements*

Gertrude Moore, Realty Spec, Div of Admin  
 Irene Clapp, Supv Contract Spec., Div of Admin

*Separations*

Cynthia Steinheimer, Emp. Rel. Spec., Div of Pers.

**RESOURCE PROTECTION (formerly BIFC)***New BLM Employees*

Joan Anzelmo, Prog Anal, External Affairs

*Reassignments/Promotions*

George Belofsky, Criminal Invest, Div of Law Enf & Res Prot

Morris Bullard, Criminal Invest, Div of Law Enf & Res Prot

Alan Dunton, Fire & Aviation Mgr, Div of Fire & Avia Pol & Mgmt

John Gebhard, Nat Res Spec, Div of Fire & Avia Pol & Mgmt

James Knox, Pers Ofcr, Div of Admin

Walter Johnson, Supv Criminal Invest, Div of Law Enf & Res Prot

Arthur Lunkley, Criminal Invest, Div of Law Enf & Res Prot

Richard Nase, Aviation Mgmt Spec, Div of Fire & Avia Pol & Mgmt

Felecia Probert, Staff Ranger, Div of Law Enf & Res Prot

*In Memory*

Margaret Yamashita, a Land Law Examiner in the Bakersfield, California, District Office lost her fight with cancer on October 26. She started with the BLM in 1979 and earned numerous awards for her outstanding job performance. She will be greatly missed by colleagues and friends in the BLM.

## Task Force Focuses on Developing a Better Environment for New Ideas

A recent survey indicates that BLM employees have some real concerns about how new ideas and innovations are treated in the Bureau. Based on these results, the efforts of a Field Committee task force created in 1992\* will focus on building a more positive environment for the creation and support of new ideas.

The questionnaire, titled "Developing a Working Environment For New Ideas," was distributed by the task force to 2,000 randomly selected BLM employees last year. It asked recipients to share their thoughts on how often new ideas are generated, what motivates employees to develop new ideas, how new ideas are screened and applied, and how those who come up with them are recognized. Over 1,200 responses were received. The exceptional return rate and the nature of the responses indicated a high level of interest. Responses represented a good cross section of the Bureau.

Several States are incorporating some of the ideas provided by the responses. Task force members will work with them to develop and integrate model environments that encourage, support, and recognize new ideas and innovations in the BLM.

A summary of questionnaire results and information on obtaining a copy of the complete results will be made available through an employee information bulletin. For more information on the questionnaire, contact Joan Trent at (406) 255-2922 or Kim Okragly at (406) 255-2921 at the Montana State Office. For information on the task force and its charter, contact project manager Dan Sokoloski, Deputy Assistant Director for Energy and Mineral Resources, at (202) 208-4201, or assistant project manager Andrew Strasfogel at (202) 208-7722.

\* (see March/April, 1992, issue of Inside Track)

## New Grazing Fee Announced

The grazing fee for Western public lands administered by the BLM and the Forest Service will decrease by 6 cents in 1993 under a formula set by Congress.

The new fee, effective March 1, is \$1.86 per animal unit month (AUM), down from the current level of \$1.92. An animal unit month is the amount of forage needed to sustain one cow and her calf, one horse, or five sheep or goats for a month.

The fee is adjusted annually according to current private land lease rates, beef cattle prices and the cost of livestock production.

The fee decreased this year because higher livestock production costs and lower beef cattle prices off-

set slight increases in the private land lease rates. The fee formula, established by Congress in the 1978 Public Rangelands Improvement Act, has continued since 1986 under a presidential Executive Order.

In 1992, the BLM collected about \$18.5 million in public land grazing fees from ranchers. Half of the total collected is used to improve the range while the other half is divided among public land states and the U.S. Treasury. Ninety percent of the BLM's permittees are family-size operations of no more than 500 head of cattle.

—Tom Gorey, Washington, D.C.

### Inside Track: How Are We Doing?

*We would like to have your thoughts and ideas about how we can make Inside Track a more useful, readable publication that meets your needs. Please take a few minutes to fill in this questionnaire, and drop it in the BLM mail to WO130, Elizabeth Rieben, Editor, Inside Track, (or through the U.S. mail to BLM Public Affairs Office, Room 5600, 1849 C Street, NW, Washington, DC 20240). Or you may fax your response to 202-208-4152.*

**What do you like most and least about Inside Track? Rate most (#1) to least (#5)**

- Policy Stories (Stories about BLM national policies coming out of headquarters, or stories that cover the Director's, Interior Secretary's, or Assistant Secretary's special interests, priorities or messages.)
- Information Stories (Stories about what the BLM is doing around the country and in different program areas.)

- Human Interest Stories (Stories about special achievements—within and outside of work—of BLM employees.)

- Tracking Personnel
- Other \_\_\_\_\_

**Which sections do you read in Inside Track? (check all that apply)**

- Front Page Story
- BLM People
- Tracking Personnel
- Stories that apply to my State
- Stories that apply to my program area
- Policy Stories
- Human Interest Stories
- Other \_\_\_\_\_

**What about the length?**

- Publication is proper length
- Publication is too long
- Publication is too short
- Stories are the right length
- Stories are too long
- Stories are too short

**How would you improve Inside Track?** \_\_\_\_\_

**Additional Comments** \_\_\_\_\_